Senior Army Workforce (SAW) Overview to the SC Region's TAG WORKSHOP

The SAW Mission . . .

Provide the Army with multifunctional civilian leaders in support of the Soldier, the Army and the Nation.

The SAW Vision . . .

High performing leaders with *multiple* and *integrated skill sets*, capable of transforming to a changing Army mission, and competitive with the nation's best.

Ms. Carla Barnes
Program Manager, SAW Management Office
June 22, 2004

Purpose

To present an information briefing on the Senior Army Workforce (SAW) Concept

Agenda

- **Background/Time for Change**
- **Significant Activities**
- **Key Components**
- **Concept Overview**
- **SAW Demographics**
- **Boards**
- **Assignments**
- **Proposed Career Tracks**
- **Timeline**
- **Closing**
- **Website**

Background

- CPMS XXI – a strategic planning initiative developed to define a process for achieving a trained and ready Army civilian leader workforce for the future
  - Two majors components:
    - Legislative reform of the HR system
      - ***Accomplished through NSPS***
    - Senior Civilian Management reform
      - ***Accomplished through the SAW concept***
- SAW Concept
  - Central management of GS 12-15 (or equivalents) Supervisors, Managers, Leaders
  - Addresses ATLDP-C recommendations
  - Implementation of SAW coupled with NSPS = greater flexibility
  - Builds the “civilian bench”

Time for Change

Legislative change, restructuring and retirements over the next 5-10 years provide a unique opportunity to transform the civilian HR process and how we manage civilian leaders

- **President's Management Agenda**
- **DoD HR Strategic Plan**
- **ATLDP Findings: http://www.army.mil/features/ATLDPCiv/ATLDP_Civilian.pdf**
- **NSPS implementation – FY 04/05**
- **Program Budget Decision 712: Military to Civilian conversions**
- **The need to fill unprecedented number of vacancies at the senior civilian grades**
  - **Over 33,000 retirements expected over the next four years**
  - **Approximately 15% increase over FY02**

Significant Activities

- 28 Jan 04: Concept endorsement from ASA(MRA)
- 10 Feb – 1 Apr 04: Competency Development Focus Groups
  - Career Development Maps
  - Career Program/Career Field functional representatives
- 11 Feb – 12 Mar 04: SAW concept coordination with Army Staff and Secretariat
- May – Jun SAW concept coordination with MACOMs
- 22 Jul – Scheduled brief to Senior Army Leadership
- Fall 04 – Stakeholder Conference

SAW Key Components

- ***Central Management***
  - **Strategic management of senior leader assets**
  - **Right person, right place, right time to meet Army's needs**
- ***Training & Development***
  - **Structured, resourced leader development**
  - **Training and professional development decisions based on Army-wide interests**
- ***Multifunctional Career Tracks***
  - **Broader career groupings to enable multiple & integrated skill sets**
  - **Facilitates flexibilities in NSPS design**
- ***Competency-Based System***
  - **Workforce planning driven by Army-wide goals & objectives**
  - **Strategic plan -- Organizational Capabilities -- Workforce competencies**
  - **Holistic view of people**

SAW Key Component 1

- *Training and Development*
  - Formalize civilian leader core curriculum (ATLDP Phase IV Recommendation)
  - Career Maps – standards for development like in DA Pam 600-3 (Commissioned Officer Development and Career Management)

SAW Key Component 2

- *Central Management/Selection*
  - Administered by SAW Management Office aligned under HR command
  - Functions similar to Officer Personnel Management Directorate (OPMD)
  - Boards conducted for accession and promotion
  - Training, professional development, and assignment decisions made with an Army-wide view

SAW Key Component 3

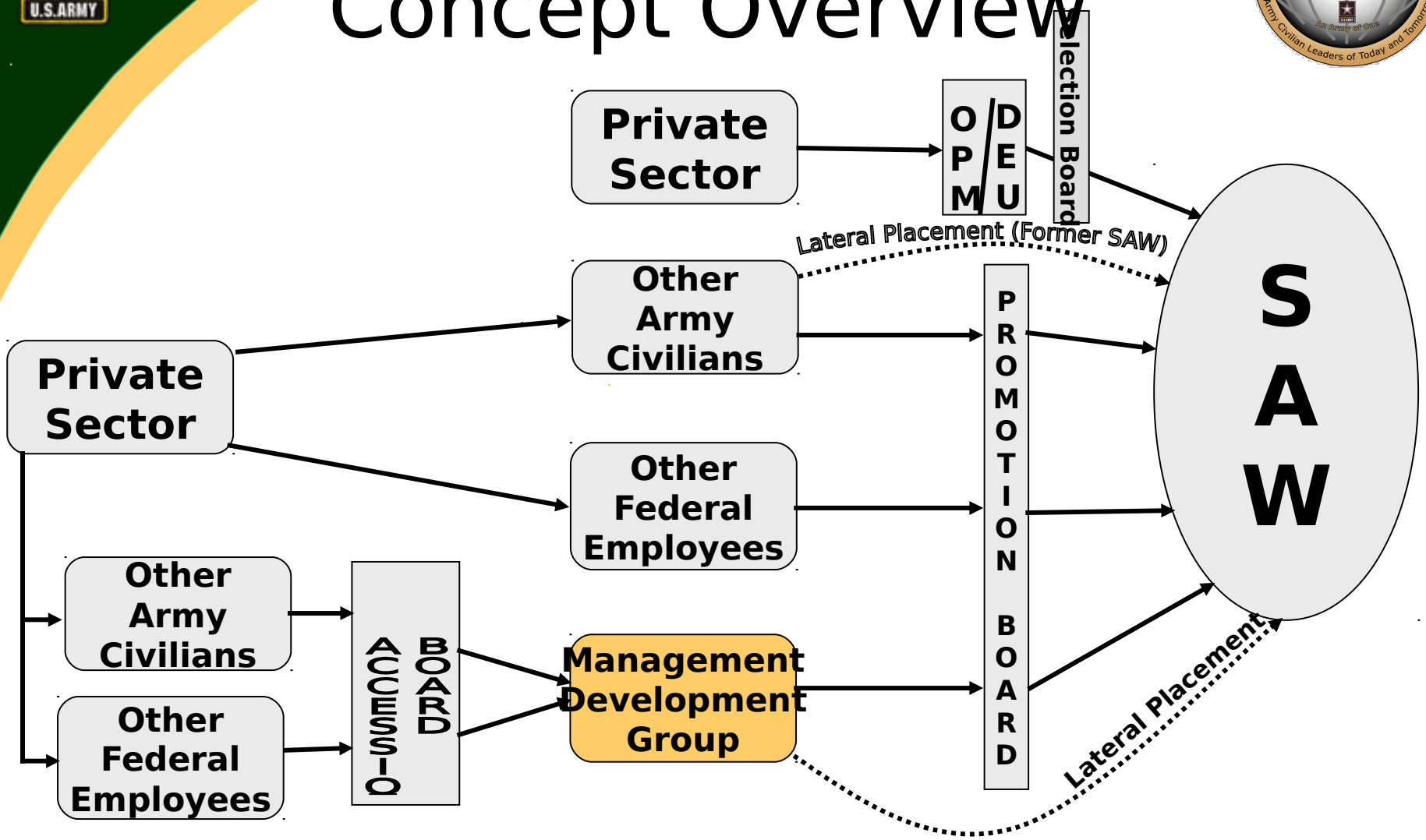
- *Multifunctional Career Tracks*
  - Broaden civilian leader skill sets through
    - Education
    - Training
    - Experience
  - Career Program specialties grouped under broader tracks

- **Institutional Support**
- **Logistics & Acquisition Management**
- **Engineers & Scientists**
- **Information Management**
- **Medical Support**

SAW Key Component 4

- *Competency-based vs. Position-based*
  - Allows for the shaping of the workforce based on future Army needs rather than today's crisis
  - Members selected and assigned based on possession of competencies rather than an individual position description

Concept Overview

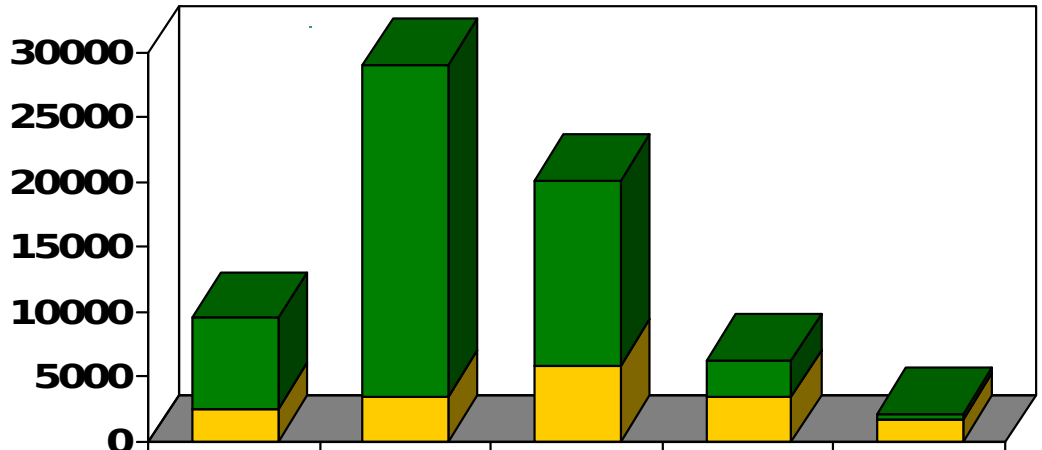


SAW Positions

Total Army Civilians 223,898

- Includes Wage Grade

SAW Positions
GS Civilians Grades 12-15
Supv/Mgr/Ldr
17,084 (7.6%)

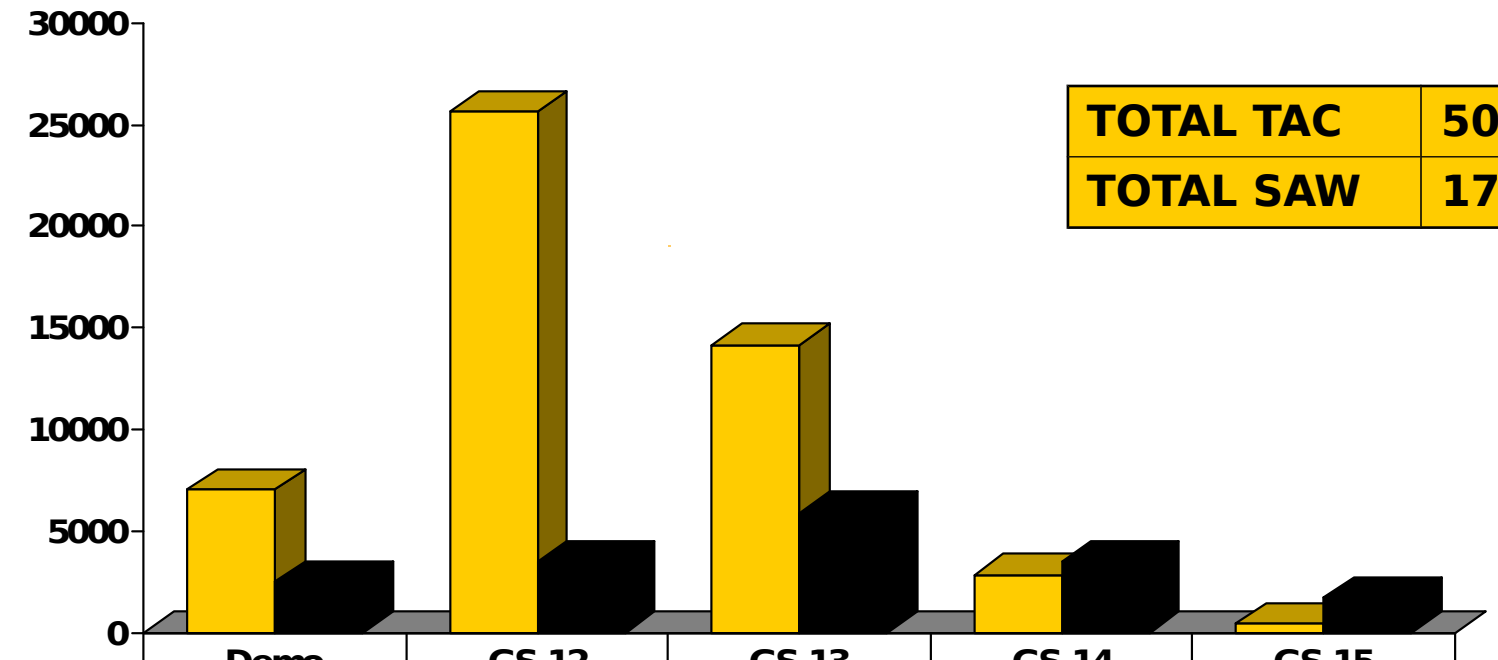


	Demo	GS 12	GS 13	GS 14	GS 15
Non-SAW	7013	25634	14172	2829	417
SAW Positions	2524	3477	5898	3485	1700
Total	9537	29111	20070	6314	2117

50065

1708 4

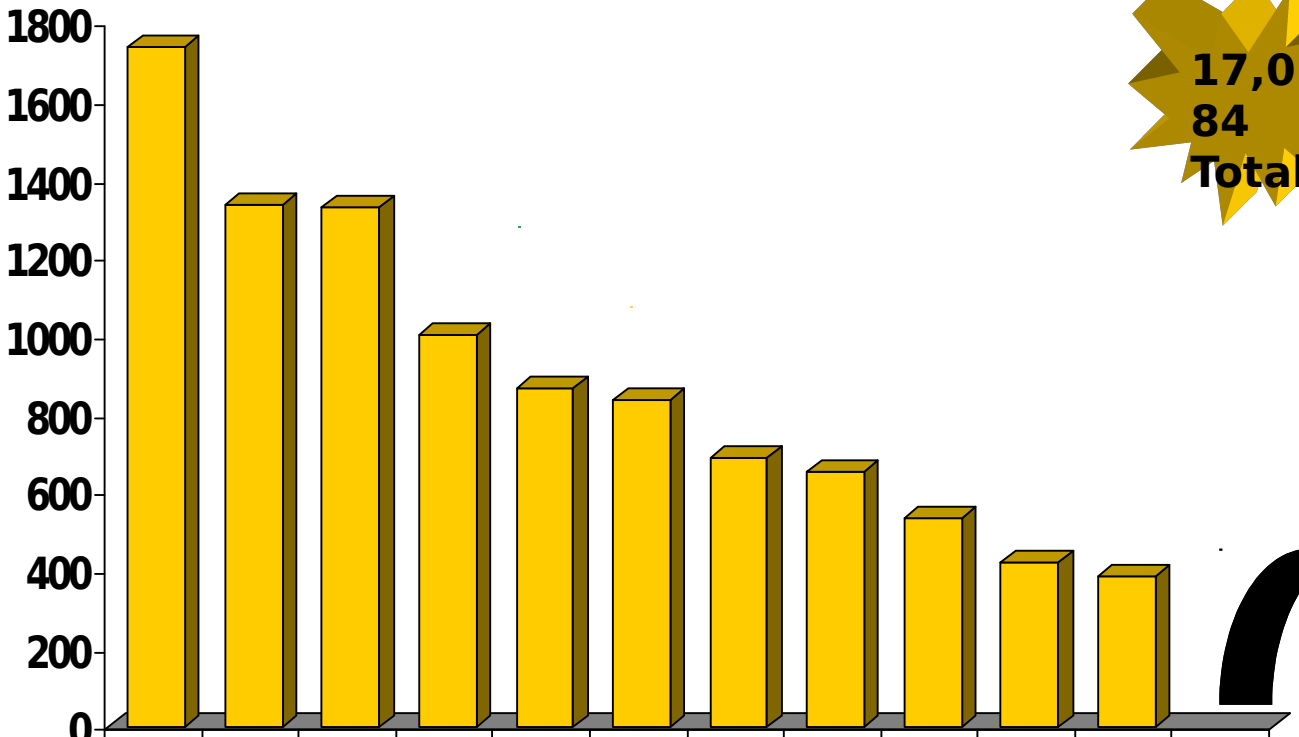
SAW/TAC By Grade



	Demo	GS 12	GS 13	GS 14	GS 15
TAC	7013	25634	14172	2829	417
SAW	2524	3477	5898	3485	1700

TOTAL TAC	50,065
TOTAL SAW	17,084

SAW By Occupational Series

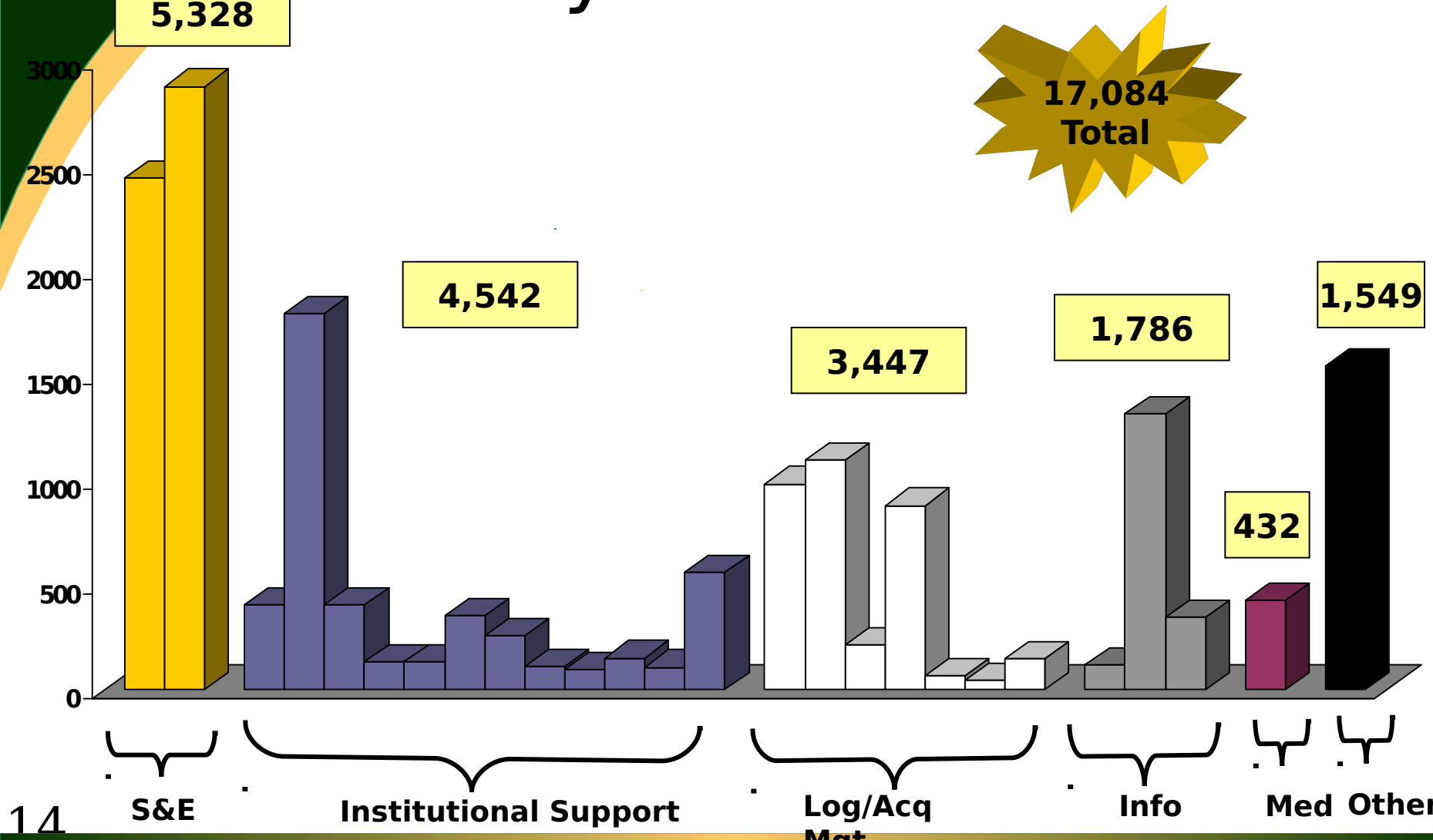


	Misc Adm Prg	Gen Engr	Civil Engr	Log Mgt	IT Mgt	Contr	Prog Mgt	Mgt Anl	Pers Mgt	Budg Anl	Elect Engr	
Total	1737	1335	1328	1003	865	839	689	654	536	421	389	

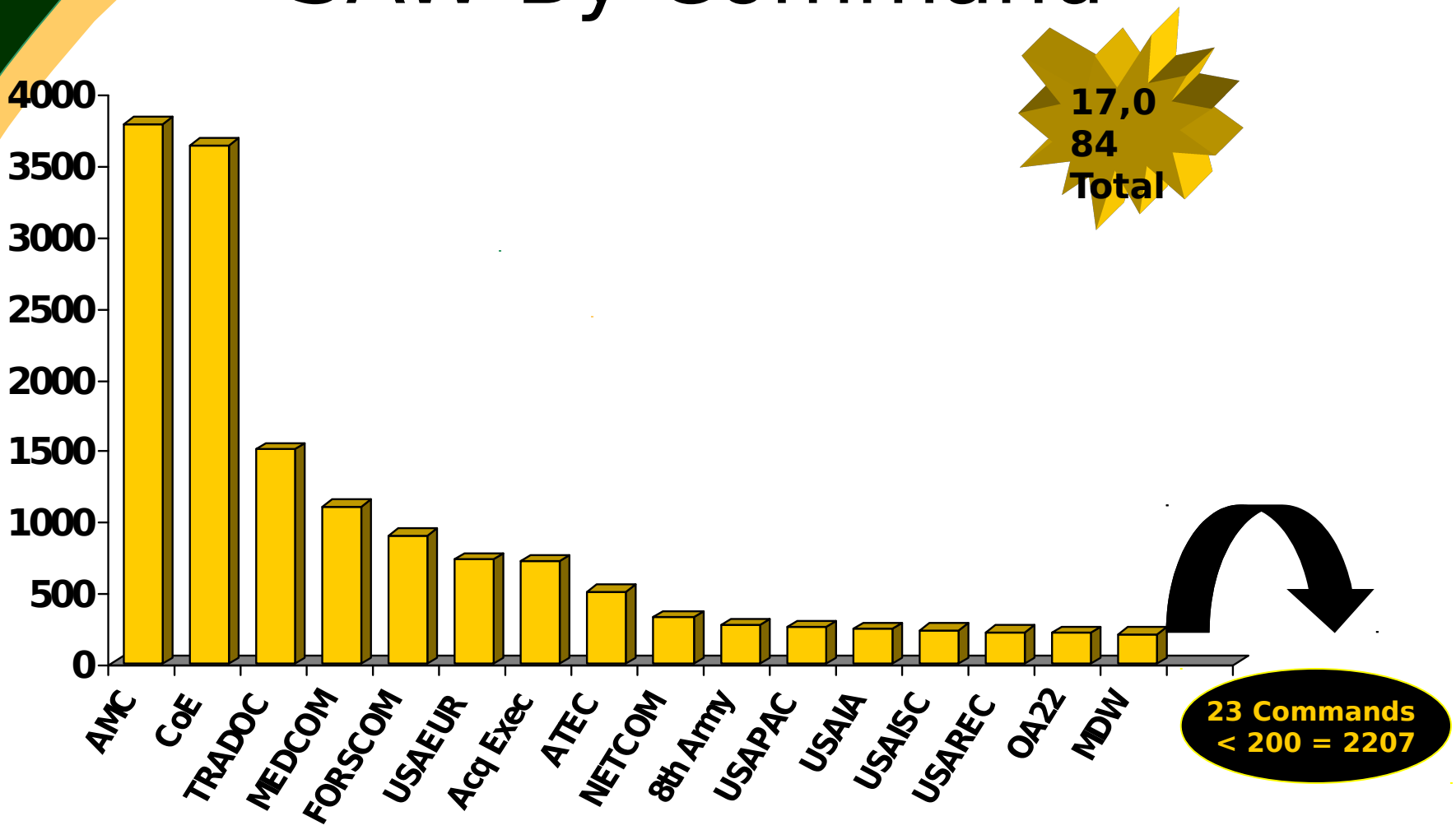
17,084 Total

178 Occupational Series < 300 = 6752

SAW By Career Tracks

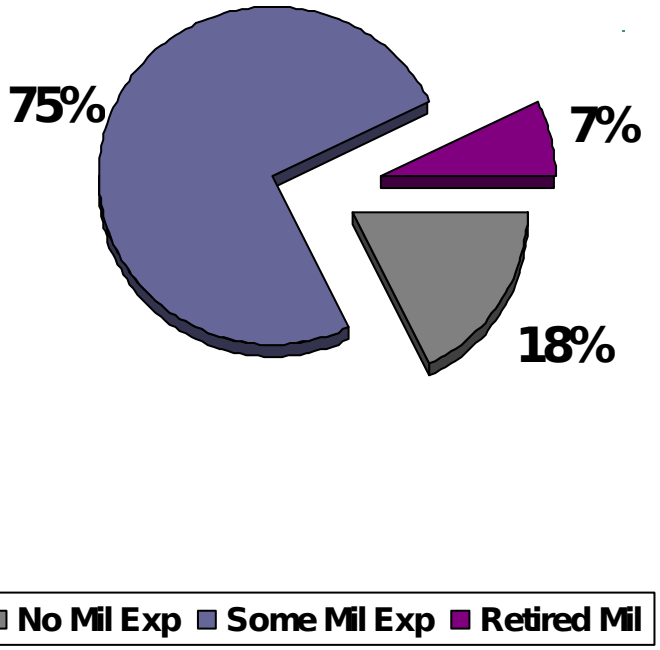


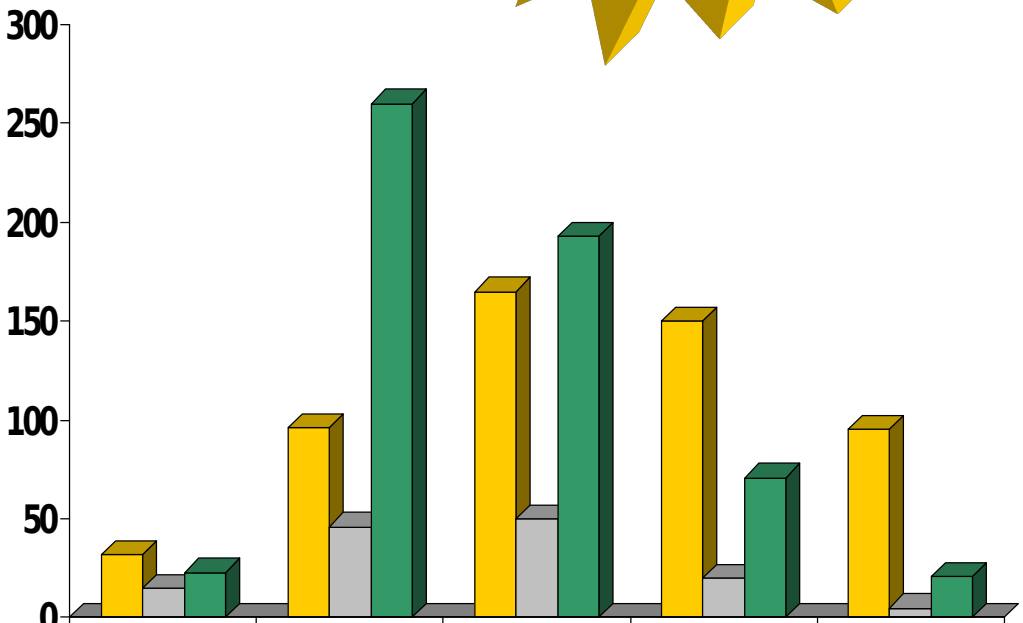
SAW By Command



SAW By Military Experience

82% have military experience





	Demo	GS12	GS13	GS14	GS15
Officer	32	96	165	150	95
Warrant	15	46	50	20	5
Enlisted	23	260	193	71	21

Board Process

Board Announcement Published

- All Federal Employees

Board Membership Selected

- ASA M&RA approves
- Career Tracks represented
- Geographic dispersion
- Equitable race, national origin and gender mix

Applications Assembled

- Resume
- Performance Evaluations
- Civilian Record Brief
- Career Maps
- Competency Assessment

Pending NSPS implementation

Board Convenes

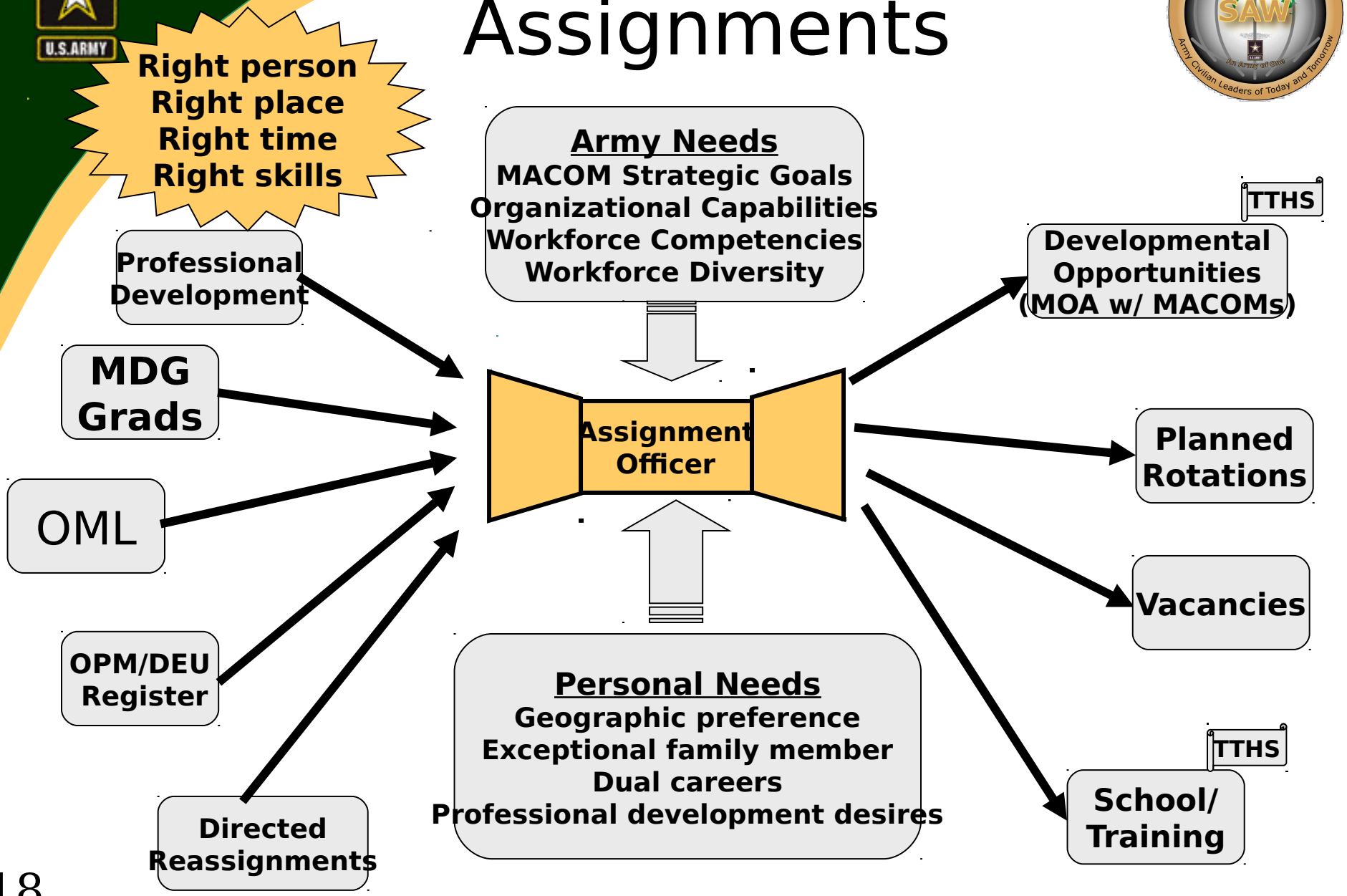
- ASA M&RA approves guidance to the board
- Voting Process
- OMLs generated

Board Results Approved

- Sec Army approves
- Results Published

Routine accession of external candidates via periodic announcements

Assignments



Institutional Support		Logistics & Acquisition Management	Information	Engineers & Scientists
Sub Track 1: Human Capital, Financial, & Manpower Management	**Sub Track 3: Infrastructure & Security**	**Sub Track 1: Contracting & Industrial Contract Property**	**Sub Track 1: Information Technology**	CP 16 - Engineers & Scientists (Non-construction)
CP 10 - Civilian HR Management	CP 12 - Saftety Management	CP 14 - Contracting (Series: 1101, 1102, 1103, 1105, 1150)	CP 34 - Information Technology	CP 18 - Engineers & Scientists (Resources & Construction)
CP11 - Comptroler	CP 19 - Physical Security & Law Enforcement	**Sub Track 2: Life Cycle Logistics**	CP 34A - (IT) & CP 34B (Telecom) (Series: 301, 391, 334, 2210)	
CP 26 Manpower & Force Management	CP 27 - Housing Management	CP 13 - Supply Management	**Sub Track 2: Library & Records Management**	**Medical Support**
CP 28 - EEO	CF 29 - Executive Assistant (Base Ops)	CP 17 - Material Maintenance Management	CP 34D - (LM) & CP 34E (RM) (Series: 343, 1410)	CF 53
CF 29 - Executive Assistant (Base Ops)	Real Estate	CP 24 - Transportation Management	Sub Track 3: Public Affairs &	
CP 31 - Education Services		**Sub Track 3: Production, Quality & Manufacturing**	CP 22 - Public Affairs and Communications Media	
CP 50 - Military Personnel Management		CP 15 - Quality and Reliability Assurance (Series: 1910)	CP 34C - (VI) & CP 34F (P&P) (Series: 1001, 1020, 1060, 1071, 1084, 1035, 1082, 1083, 1654)	
Sub Track 2: Training		CP 14 - (Series: 1150)	**Sub Track 4: Intelligence**	
CP 32 - Training and Warfighting Developments		**Sub Track 4: Ammunition Surveillance & Management**	CP 35 - Intelligence	
		CP 20 - Quality Assurance Specialist (Ammunition		
		CP 33 - Ammunition Management		

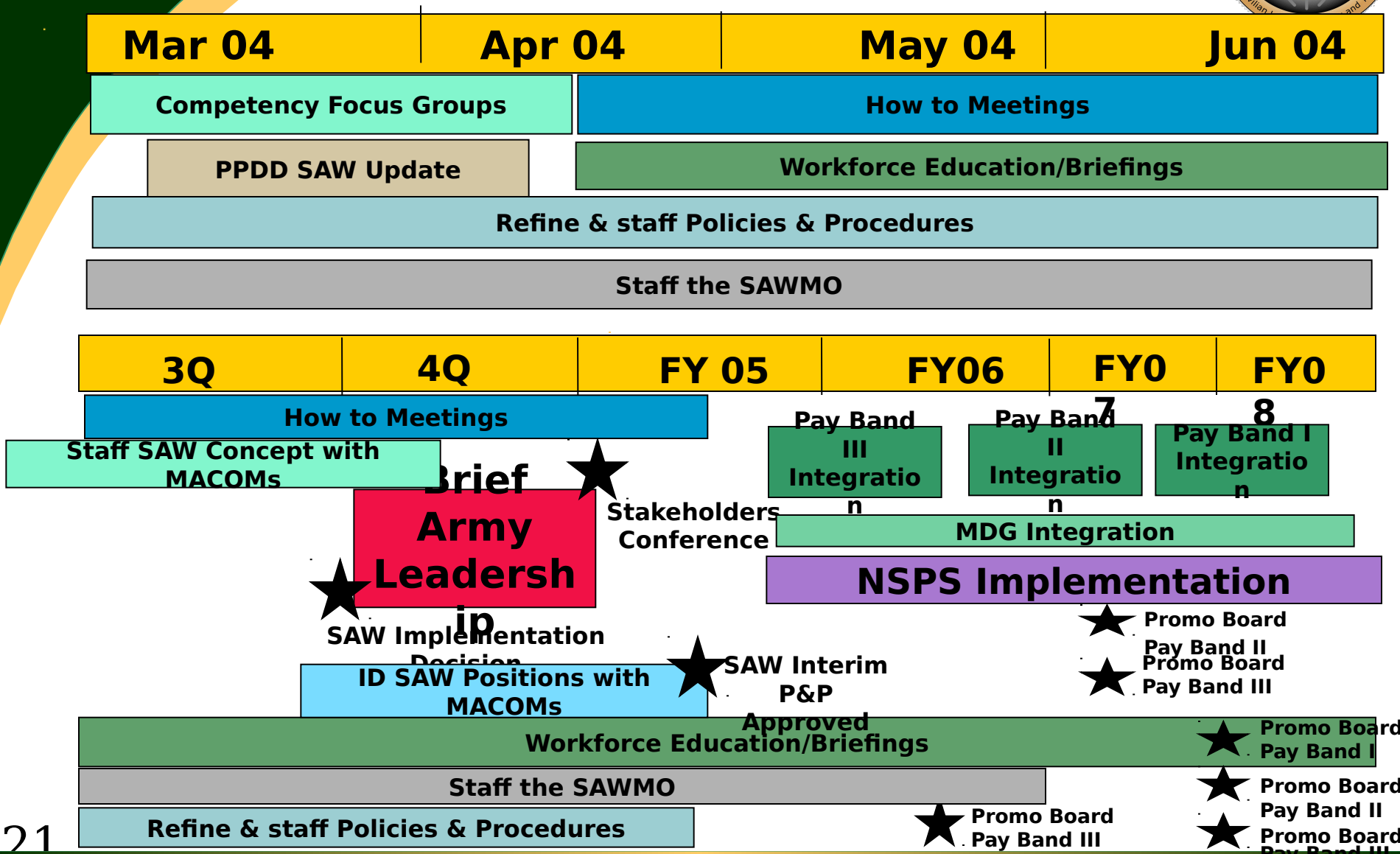
Original Design

Logistics Management	Contracting & Industrial Management	Information	Institutional Support	Engineers & Scientists	Other
Sub-track 1: Supply, Maint, & Trans Mgt	***Sub-track 1: Contracting & Industrial/Contract Property Mgt***	***Sub-track 1: Information Technology***	***Sub-track 1: Human Capital Management***	***Sub-track 1: E&S - Non-construction***	**Training & Warfighting Development**
CP 13: Supply Management	**CP 14: Contracting-Series 1101, 1102, 1103, 1105**	**CP 34A & B: IT - Series 301, 391, 334, 2210**	**CP 10: Civilian Personnel**	**CP 16**	**CP 32: Training &Warfighting Development**
CP 17: Material Maintenance Management	***Sub-track 2: Manufacturing & Production***	***Sub-track 2: Library Management***	**CP 50: Military Personnel**	***Sub-track 2: E&S - Resources & Construction***	
CP 24: Transportation Management	**CP 14: Series 1150**	**CP 34D: Library Management**	***Sub-track 2: Financial & Manpower Mgt***	**CP 18 (include CF 55: Real Estate)**	
Sub-track 2: Quality & Reliability Assurance		***Sub-track 3: Records Management***	**CP 11: Comptroller**	***Sub-track 3: ESOH***	**Installation Management**
CP 15: QRA-Series 1910		**CP 34E: Records Management**	**CP 26: Manpower Management**	**CP 12: Safety**	**CF 29: Installation Management**
Sub-track 3: Ammo Surveillance & Mgt		***Sub-track 4: Public Affairs***	**CP 31: Education Services**	**CP 18: Environmental Specialists**	
CP 20: Ammunition Surveillance		**CP 22: Public Affairs**	***Sub-track 3: EEO***		
CP 33: Ammunition Management		***Sub-track 5: Publishing & VI***	**CP 28: EEO**		**Medical**
		CP 34C: VI	***Sub-track 4: Physical Security & Law Enforcement***		**CF 53: Medical**
		CP 34F: Publishing & Printing	**CP 19: Physical Security & Law Enforcement**		
		Sub-track 6: Intelligence			
		CP 35: Intelligence	***Sub-track 5: Housing Mgt***		
			CP 27: Housing Management		

*DRAFT - Pending Approval

*Draft re-design after Focus Group Meetings**

Timeline


Mar 04
Apr 04
May 04
Jun 04
Competency Focus Groups
How to Meetings
PPDD SAW Update
Workforce Education/Briefings
Refine & staff Policies & Procedures
Staff the SAWMO
3Q
4Q
FY 05
FY06
FY07
FY08
How to Meetings
Staff SAW Concept with MACOMs
Brief Army Leadership
Stakeholders Conference
Pay Band III Integration
Pay Band II Integration
Pay Band I Integration
MDG Integration
NSPS Implementation
SAW Implementation Decision
Promo Board Pay Band II
Promo Board Pay Band III
ID SAW Positions with MACOMs
SAW Interim P&P Approved
Workforce Education/Briefings
Promo Board Pay Band I
Staff the SAWMO
Promo Board Pay Band II
Refine & staff Policies & Procedures
Promo Board Pay Band III
Promo Board Pay Band III

The Human Element

"Part of the Army's transformation effort is transforming from specialization to a more adaptive, broader-range capability in terms of people. We're looking for individuals who don't just specialize in one area, but are capable of doing a wide range of things with a great deal of skill."

- GEN Peter J. Schoomaker, CSA

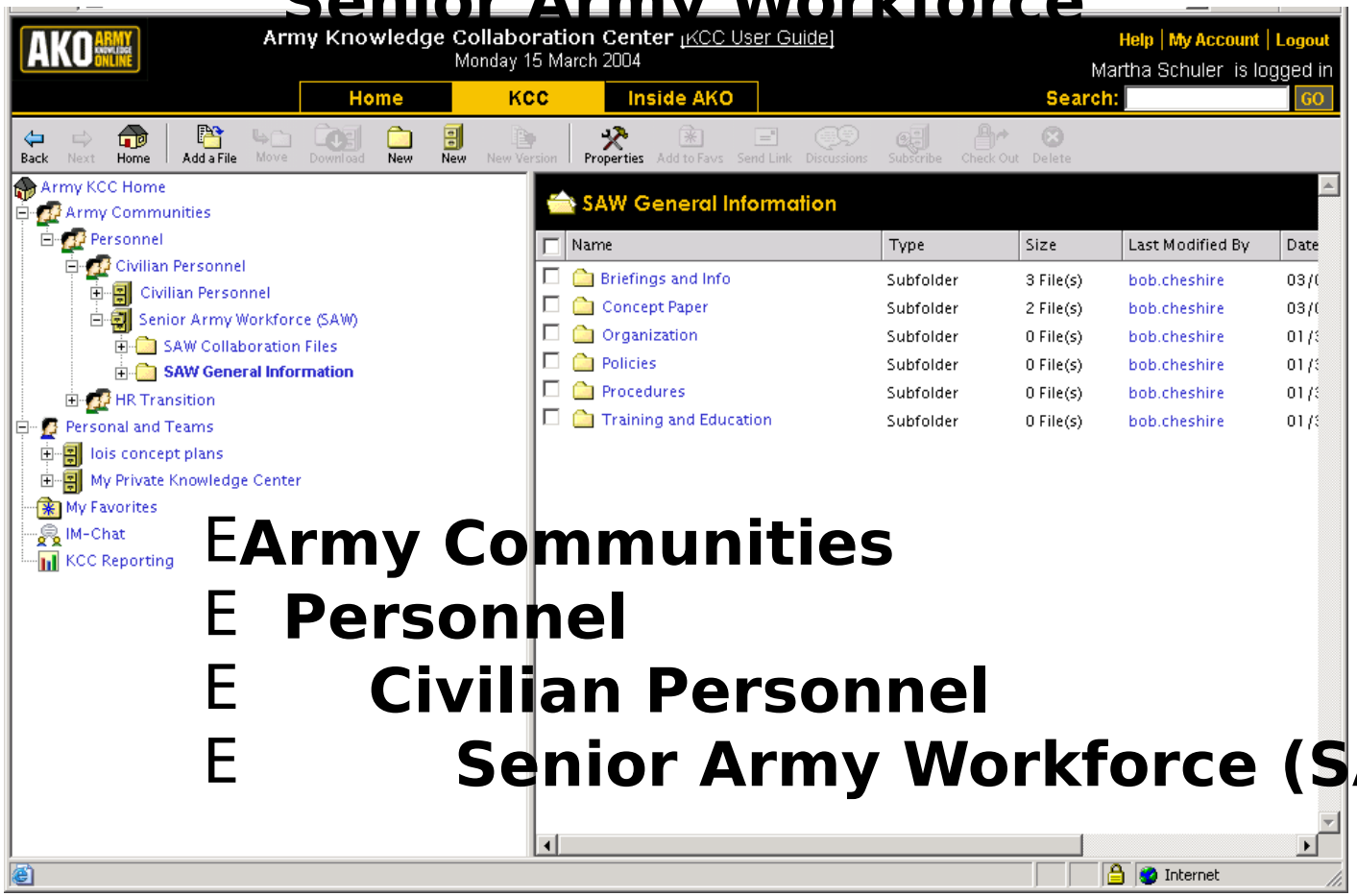
Soldiers, February 2004

For More Information:

SENIOR ARMY WORKFORCE
Army Civilian Leaders of Today and Tomorrow
25.MAR.04
ABOUT SAW
MISSION AND VISION
NEWS AND EVENTS
CONTACT WEBMASTER
Army Civilian Leaders of Today and Tomorrow
Army CPOL
VISIT ARMY CPOL
The Department of the Army Civilian Personnel Administration Home Page, Civilian Personnel On Line (CPOL) gives you access to Army civilian employment, training and career opportunities.
ARMY.MIL
Visit the U.S. Army's homepage for information of the latest on Army news, leadership, organization, and career management.
LATEST NEWS
March 2004
The Senior Army Workforce Management Office (SAWMO) is conducting focus group meetings with subject matter experts from the Infrastructure and Security; Production, Quality & Manufacturing; Ammunition Surveillance & Management; Engineers and Scientists (Non-construction); Engineers and Scientists (Resources and Construction); and Human Capital, Financial & Manpower Management sub tracks.
The SAWMO has begun briefing senior Army military and civilian leadership on the SAW concept and implementation progress. More > >
CALENDAR OF EVENTS
Mar 2-4, 2004
Institutional Support Focus Group
Sub Track 3: Infrastructure and Security
CP 12 Safety Management
LATEST FACTS
The SAW Management Office stood up on Oct. 1, 2003 and is poised to begin the central management of civilian leader assignments, training, and selections starting with the GS-15's in FY05-06. More > >
Of the 223,898 total Army civilian positions, only 17,084 or 7.6% in grades GS 12-15 would become SAW positions.
DID YOU KNOW?
Army civilians work in 54 countries in more than 550 different occupations.
Brownlee, R.L. "A statement on the Posture of the United States Army 2004." United States Senate Online. Feb 5, 2004.
In FY03, nearly 2,000 Army civilians deployed to Southwest Asia in support of Operation Iraqi Freedom, Operation

http://www.cpol.army.mil/library/sawmo/

Army Knowledge Collaboration Center
Senior Army Workforce



E **Army Communities**
E **Personnel**
E **Civilian Personnel**
E **Senior Army Workforce (SAW)**